# HR TECHNOLOGY REFERENCE GUIDE

## UK MARKET 2024/25

VIEWPOINT ANALYSIS

# HR Technology
# Reference Guide 2024/25

Welcome to our inaugural **'HR Technology - Reference Guide** report for 2024/25.

Our Technology Reference Guides are designed to highlight all the key technology vendors in a particular domain - something that can be kept on a shelf or a file stored on a laptop, ready to be accessed when there is a need for new technology ideas for a given department or industry. In this case, the report concerns the HR technology vendors operating in the UK market, which may form part of your future selection process.

The report features over 90 vendors - listed in alphabetical order and operating in all aspects of HR - from core HR software to Employee Benefits, and from Talent Management solutions to Payroll - everything and anything that might be important for your HR team.

The report is designed for the 'research and read up' stage - a quick reference point from which to then dive deeper.

When your team is ready to take the next step, why not consider our vendor selection services:

**HR Technology Matchmaker -** The Technology Matchmaker is a simple service where we interview your team, write up the requirements, and bring a variety of vendors to present how they can help you. It is ideal for your initial project research or RFI stage and conducting a market assessment to define a shortlist of options.
- Learn more about the Technology Matchmaker service here.

**Rapid RFP (RRFP)** - Our Rapid RFP (RRFP) moves from the shortlist to vendor selection and changes the way companies select new technology. We streamline the process and take the weight off your team by running the quickest RFP process so that you can select the right vendor and get on with your project as soon as possible.
- Find out more about our Vendor Selection service here

If we can help or if you have any questions or comments relating to this report, drop us a note at **contactus@viewpointanalysis.com.**

If you want to keep up to date with our various reports and vendor contnet (we publish new reports and updates to our reports frequently) you can subscribe to our mailing list here.

Yours Sincerely,

**Phil Turton**
**Managing Director - Viewpoint Analysis Ltd.**

** Please let us know if we have missed any vendors that should have been included or if any vendor information is no longer accurate - we produce regular updates).

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# ACCESS PEOPLEHR

Website: www.peoplehr.com
Headquarters: UK
Category: **HR Management**

PeopleHR offers a cloud-based HR management platform designed for small and medium-sized enterprises and larger businesses. The platform covers essential HR functions such as employee records, absence management, performance tracking, recruitment, and onboarding. PeopleHR also provides tools for automating routine HR tasks like holiday approvals and timesheet management, helping HR teams to improve efficiency.

The platform is designed to be intuitive and user-friendly, with features like data-driven analytics and reports to support HR decision-making. Additionally, its mobile app allows employees and managers to access HR tasks on the go. PeopleHR focuses on simplifying HR processes while ensuring compliance and improving employee engagement.

# ACHIEVERS

Website: www.achievers.com
Headquarters: Canada
Category: **Employee Recognition**

Achievers is an employee experience platform that engages employees and empowers managers through frequent recognition, listening, and connections. Achievers' investments in workforce science, smart technology, and trusted advice are the foundation upon which customers build cultures of recognition and performance, and how employees are inspired every day to do the best work of their lives.

Founded in 2002 as I Love Rewards, Achievers grew from a rewards system to an all-in-one engagement platform that integrates with a suite of tools, applications, and an ecosystem of technology partners, including Workday, SAP SuccessFactors and Microsoft.

# ACTIVPAYROLL

Website: www.activpayroll.com
Headquarters: UK
Category: **Managed Payroll**

Activpayroll provides comprehensive global payroll services, helping businesses manage complex payroll operations across more than 150 countries. Their flagship platform, activ8, automates payroll processes, integrates with HRIS systems like Workday and UKG Pro, and ensures compliance with local tax and employment laws. The platform offers full visibility of payroll data, streamlining reporting and helping businesses maintain regulatory compliance.

In addition to payroll, activpayroll offers global mobility services, supporting employees working internationally by navigating tax, immigration, and legal requirements.

# ADP

Website: www.adp.com
Headquarters: USA
Category: **Payroll, HR, and Workforce Management**

ADP is one of the world's leading HR technology names. They provide a comprehensive range of cloud-based human capital management (HCM) solutions, including payroll, HR management, time and attendance tracking, and benefits administration. The platform is designed to serve businesses of all sizes, from small companies to large enterprises, offering scalable solutions that automate payroll processing, tax compliance, and employee benefits management.

ADP's platform also includes talent management, recruitment, and workforce analytics tools to help organisations manage the entire employee lifecycle. With global payroll and compliance capabilities, ADP supports businesses with multi-country operations, ensuring they stay compliant with local labour laws while improving operational efficiency.

# ADVANCED

Website: www.oneadvanced.com
Headquarters: UK
Category: **HR & Payroll Solutions**

Advanced provides a wide range of enterprise software solutions, specialising in HR, payroll, financial management, and IT services. Their HR and payroll solutions are designed to streamline processes such as employee records, time and attendance, payroll processing, and talent management. Advanced's systems help businesses automate administrative tasks, ensure compliance with regulations, and improve reporting and analytics capabilities.

The platform supports businesses of all sizes across various industries, including healthcare, education, and public sector organisations. Advanced also offers tailored solutions to improve workforce management, operational efficiency, and employee engagement, making it a comprehensive tool for managing HR and payroll needs.

# APPOGEE

Website: www.appogeehr.com
Headquarters: UK
Category: **HR Management & Productivity**

Appogee HR offers a cloud-based platform focused on simplifying HR management and ensuring compliance for small and medium-sized enterprises (SMEs). The platform provides tools for employee records management, absence and leave tracking, performance reviews, and document management. It is designed to integrate seamlessly with Google Workspace and Microsoft 365, making it useful for businesses using these ecosystems.

Appogee HR helps HR teams streamline administrative processes, automate tasks, and ensure compliance with regulatory requirements, such as GDPR. The platform is built to be user-friendly and accessible from any device, helping organisations improve HR efficiency and maintain accurate employee data.

# AVATURE

Website: www.avature.net
Headquarters: USA
Category: **Talent Acquisition & Talent Management**

Avature provides a configurable, enterprise-level platform that specialises in talent acquisition, talent management, and employee engagement. Its solutions include applicant tracking, candidate relationship management (CRM), performance management, onboarding, and employee referrals.

Avature's solutions are designed to help identify, attract, hire, develop and retain talented people in highly competitive industries and global markets. With AI-driven sourcing and analytics, Avature helps businesses enhance recruitment efficiency, manage talent pipelines, and improve internal mobility. The platform supports global operations, offering multi-language and multi-country capabilities, and is widely used by Fortune 500 companies for complex talent management needs.

# AXONIFY

Website: www.axonify.com
Headquarters: Canada
Category: **Employee Learning & Training**

Axonify offers a microlearning platform designed to improve employee training and knowledge retention. It focuses on providing bite-sized, personalised learning experiences, which are delivered to employees in daily sessions to reinforce skills and information.

Axonify is especially useful for frontline workers in industries like retail, healthcare, and logistics, where continuous learning and upskilling are critical. The platform uses AI to tailor learning content to individual needs, track progress, and measure knowledge retention over time. Axonify also includes gamification elements to increase engagement, making it a powerful tool for businesses aiming to boost employee performance and ensure compliance through consistent learning.

# BAMBOOHR

Website: www.bamboohr.com
Headquarters: USA
Category: **HR Management Software**

BambooHR offers a cloud-based HR management platform designed specifically for small and medium-sized enterprises (SMEs). The platform covers essential HR functions such as employee records, time-off tracking, performance management, onboarding, and applicant tracking. As BambooHR say - "one easy-to-use HR platform for everything HR'.

BambooHR is known for its user-friendly interface and automation capabilities, which help streamline HR processes and reduce administrative burdens. It also offers reporting and analytics tools to provide insights into workforce data, helping businesses make informed decisions. With mobile accessibility and self-service features for employees, BambooHR enhances engagement and simplifies day-to-day HR management, making it suitable for growing businesses.

# BEAMERY

Website: www.beamery.com
Headquarters: UK
Category: **Talent Lifecycle Management Platform**

Beamery provides an AI-powered talent acquisition and talent management platform that helps organisations attract, engage, and retain talent. The platform supports recruitment marketing, candidate relationship management (CRM), and talent pipelining, allowing businesses to proactively source and nurture candidates before roles are available.

Beamery's AI-driven insights help recruiters personalise outreach, optimise candidate journeys, and improve diversity hiring. It also offers features for internal mobility, employee engagement, and skills development, aligning talent strategies with long-term organisational goals. The platform is widely used by global enterprises to enhance their talent acquisition processes, improve candidate experience, and support data-driven hiring decisions.

# BEELINE

Website: www.beeline.com
Headquarters: USA
Category: **Extended Workforce Platform**

Beeline offers a cloud-based platform for managing the contingent workforce, including freelancers, contractors, and gig workers - an extended workforce platform. They help organisations source, manage, and optimise non-permanent workers, providing tools for vendor management, onboarding, compliance, and performance tracking.

Beeline's platform integrates with existing HR and procurement systems, delivering advanced analytics and real-time insights to help businesses make data-driven decisions about their contingent workforce. By automating workflows and streamlining contractor management, Beeline enables organisations to increase operational efficiency, reduce costs, and ensure compliance across their extended workforce. It is used across various industries, including IT, healthcare, and financial services.

# BEN

Website: www.thanksben.com
Headquarters: UK
Category: **Global Employee Benefits**

Ben provides a flexible employee benefits platform that helps organisations personalise and manage benefits packages. The platform allows employees to choose from a range of benefits, including health insurance, wellbeing programmes, pension plans, and lifestyle perks, offering a more customisable approach to employee rewards.

Ben integrates with payroll systems to streamline benefits administration, simplifying enrolment, compliance, and management. The platform is designed to enhance employee engagement and satisfaction by offering benefits that suit individual preferences while helping employers manage costs and provide a more attractive work environment. Ben is ideal for companies looking to modernise their benefits strategy and improve employee wellbeing.

# BENEFEX (ZELLIS)

**Website:** www.hellobenefex.com
**Headquarters:** UK
**Category: Employee Experience**

Benefex specialises in employee benefits and wellbeing solutions, offering its flagship platform, OneHub, which enables companies to manage and personalise benefits packages. The platform covers a range of areas such as health and financial wellbeing, recognition programmes, and employee engagement. It is designed to provide a seamless and engaging employee experience, allowing HR teams to tailor benefits to individual needs while managing costs.

Benefex also provides tools for employee communication, helping businesses enhance their engagement strategies. The company's solutions are particularly focused on improving workplace culture and employee retention by fostering a supportive and attractive benefits environment.

# BEQOM

**Website:** www.beqom.com
**Headquarters:** Switzerland
**Category: Compensation Management**

Beqom offers a cloud-based platform focused on total compensation management, including salary reviews, bonuses, long-term incentives, and sales performance management. Its platform enables businesses to handle complex compensation processes with transparency, fairness, and compliance.

Beqom is used by enterprise customers across various industries to manage both employee and executive compensation, aiming to improve employee satisfaction and performance by ensuring compensation aligns with business goals. The platform also integrates with other HR and enterprise systems, making it easier for HR and finance teams to manage compensation policies on a global scale. Beqom's solutions support companies in fostering pay equity and managing diverse compensation models.

# BETTERWORKS

**Website:** www.betterworks.com
**Headquarters:** USA
**Category: Performance Management & OKRs**

Betterworks reimagines performance management, offering a comprehensive platform that integrates performance conversations, goal-setting, 1:1s, recognition, and continuous feedback. By fostering real-time collaboration between managers and employees, Betterworks helps create a culture of engagement, accountability, and growth across the entire organization. Our advanced analytics and calibration tools not only ensure that performance reviews are fair and unbiased but also streamline HR processes, enabling more efficient decision-making and talent development.

Built specifically for large organizations, Betterworks leverages AI-powered insights to equip managers and HR leaders with the data they need to enhance employee performance and align efforts with strategic business goals. From increasing retention and engagement to reducing bias in talent decisions, our platform empowers companies to drive exceptional outcomes.

# BIZIMPLY

Website: www.bizimply.com
Headquarters: Ireland
Category: **Workforce Management**

Bizimply provides a cloud-based workforce management platform designed primarily for businesses with hourly workers in industries such as hospitality, retail, and healthcare. Their 'People Management' system simplifies scheduling, time and attendance tracking, and employee management, helping businesses optimise staff shifts and reduce labour costs. It also offers features for HR administration, such as employee record management and compliance tracking.

Bizimply's mobile app allows managers and employees to access schedules, track time, and request shifts in real-time, improving operational efficiency and staff communication. By focusing on multi-location businesses, Bizimply aims to streamline day-to-day workforce operations and improve employee engagement.

# BREATHE (ELMO)

Website: www.breathehr.com
Headquarters: UK
Category: **HR Software for SMEs**

Breathe offers a cloud-based HR management platform designed specifically for small and medium-sized enterprises (SMEs). The platform covers core HR functions such as employee records, absence management, performance reviews, and document storage. Breathe is intended to simplify HR processes for smaller businesses by automating administrative tasks, providing an accessible and user-friendly interface, and helping organisations remain compliant with HR regulations.

The platform also includes features for managing holiday requests, tracking employee development, and fostering better employee engagement through performance management tools. Breathe's solution is aimed at helping SMEs save time on HR tasks, allowing managers to focus more on strategic and people-focused initiatives.

# BRIGHTHR

Website: www.brighthr.com
Headquarters: UK
Category: **HR Management & Health and Safety**

BrightHR offers a cloud-based HR software platform designed to simplify HR management for businesses of all sizes, with a strong focus on compliance and administration. Its platform covers key HR functions including absence and holiday management, employee records, and shift planning. BrightHR also provides tools to handle HR-related compliance, including a document storage system for contracts and policies.

An additional feature, BrightSafe, offers health and safety management tools. The platform is designed to be highly intuitive, offering mobile app access for employees and managers to track attendance, submit leave requests, and monitor performance. By automating routine tasks and maintaining compliance, BrightHR aims to support HR teams in enhancing productivity and reducing the administrative burden.

# BRIGHTPAY (BRIGHT)

Website: www.brightpay.co.uk
Headquarters: Ireland
Category: **Payroll and HR Management**

BrightPay is an award-winning payroll software provider catering to small and medium-sized businesses in the UK and Ireland. The software simplifies payroll tasks, offering features such as automatic enrolment for pensions, HMRC compliance.

In addition to payroll, BrightPay Connect extends its functionality with cloud-based HR solutions, enabling employee self-service portals, leave management, and document sharing. This platform helps streamline HR tasks by centralising employee information and improving communication through tools like calendar management and secure document uploadsce, and real-time information (RTI) submissions. It also integrates with accounting platforms like Xero and QuickBooks, and payment services through Modulr for secure payroll processing.

# CALABRIO

Website: www.calabrio.com
Headquarters: US
Category: **Workforce Performance Software**

Calabrio provides workforce optimisation (WFO) and analytics solutions, primarily aimed at contact centres. Its cloud-based platform helps businesses manage and optimise workforce performance through tools for workforce management (WFM), quality management, and employee engagement. Calabrio's solutions include automated scheduling, forecasting, and performance tracking, designed to improve operational efficiency and customer service.

The platform also incorporates advanced analytics that allow businesses to gather insights from customer interactions, helping to drive decision-making and enhance employee engagement. Calabrio integrates with a wide range of customer experience platforms and focuses on aligning workforce strategies with customer satisfaction goals, improving both employee productivity and service delivery.

# DAYFORCE

Website: www.dayforce.com
Headquarters: Canada
Category: **HCM Software & Payroll**

Dayforce, developed by Ceridian, is a comprehensive Human Capital Management (HCM) platform that integrates various HR functions such as payroll, workforce management, talent acquisition, and performance management. The software is designed to help organisations streamline HR processes, providing real-time data and analytics to assist in decision-making. With a focus on compliance and scalability,

Dayforce serves both mid-sized and large enterprises across multiple industries. Its unified approach allows for end-to-end employee lifecycle management, from recruitment to retirement, ensuring data consistency and improving efficiency. Dayforce's cloud-based platform supports global operations and helps organisations manage complex regulatory environments and dynamic workforce needs.

# CEZANNE HR

Website: www.cezannehr.com
Headquarters: UK
Category: **HR Management Software & Payroll**

Cezanne HR is a cloud-based Human Resource Management System (HRMS) tailored for small and mid-sized organisations. The platform offers a wide range of HR functionalities, including core HR, payroll, onboarding, absence management, performance reviews, and time tracking. Its modular structure allows businesses to select and configure the tools they need, offering flexibility as they grow.

Cezanne HR places a strong emphasis on ease of use, affordability, and seamless implementation. Designed for global workforces, it supports multiple languages and local compliance, making it a suitable choice for companies with international operations. The platform also offers integrations with third-party applications, helping organisations streamline their HR processes and improve efficiency.

# CHARLIEHR

Website: www.charliehr.com
Headquarters: UK
Category: **HR Management & People Operations**

CharlieHR is a cloud-based HR software designed to help small and growing businesses manage essential HR tasks. It provides tools for employee onboarding, time-off tracking, and performance management. Additionally, it includes features for compliance tracking and employee record management.

CharlieHR's system is designed to be user-friendly, offering automation of repetitive administrative tasks, freeing up HR professionals to focus on more strategic initiatives. It also supports organisational planning with structured workflows for employee reviews and objectives. With an emphasis on simplicity and ease of use, CharlieHR is built for companies looking to streamline their HR operations without the complexity often associated with larger enterprise HR platforms.

# CIPHR

Website: www.ciphr.com
Headquarters: UK
Category: **HR & Payroll for Medium and Large-Sized Businesses**

Ciphr's integrated HR, payroll, learning and recruitment software, services and content provide useful insights to HR teams, from informing their people strategy to growing and developing their organisations.

Their end-to-end people management solutions include areas such as Employee Record Management, Hiring, Onboarding, Payroll (both payroll and outsourced bureau), Learning Management, and Performance Management. The software integrates with a variety of solutions from third-party providers to ensure that HR data is located in one place.

# CLOCKIFY (CAKE.COM)

**Website:** www.clockify.me
**Headquarters:** US
**Category: Time Tracking & Workforce Productivity**

Clockify is a cloud-based time tracking software designed to help businesses and individuals track working hours, manage timesheets, and monitor productivity. The platform is particularly suited for project-based teams, freelancers, and businesses that need to track billable hours. It offers features such as timesheets, task tracking, reporting, and project management tools.

Clockify's flexibility allows users to track time across different devices, including desktop and mobile apps. The platform also integrates with various project management and collaboration tools. Its focus is on improving productivity, resource management, and billing accuracy, helping businesses better manage their workforce and project timelines.

# CORNERSTONE ONDEMAND

**Website:** www.cornerstoneondemand.com
**Headquarters:** US
**Category: Talent Management & Learning Solutions**

One of the original talent vendors, Cornerstone OnDemand offers a cloud-based platform specialising in talent management, learning, and development solutions. Its platform includes tools like learning management (LMS), performance management, recruiting, and succession planning. Cornerstone aims to help organisations attract, develop, and retain talent by offering personalised learning experiences, performance assessments, and career development pathways.

The platform integrates with other HR systems to streamline HR processes and provide analytics for data-driven decision-making. Cornerstone's solutions are used across industries to support employee development, foster engagement, and align workforce skills with business goals, helping organisations build a high-performing, future-ready workforce.

# CULTURE AMP

**Website:** www.cultureamp.com
**Headquarters:** Australia
**Category: Employee Engagement & Performance Management**

Culture Amp provides a platform focused on employee engagement, performance management, and people analytics. Its tools enable organisations to gather real-time feedback through employee surveys, manage performance reviews, and track key cultural metrics. The platform is designed to help businesses understand and improve employee satisfaction, retention, and development by providing actionable insights.

Culture Amp also offers tools for goal setting, 360-degree feedback, and continuous development planning, aiming to create a holistic approach to performance management. The platform is used by organisations to build a positive workplace culture, drive engagement, and enhance productivity through data-driven decision-making.

# DARWEN BY MERCER

Website: www.mercer.com/darwen
Headquarters: UK
Category: **Employee Benefits**

Darwin by Mercer is a cloud-based platform designed to streamline the management and personalisation of employee benefits. It enables global organisations to administer benefits programmes such as pensions, health insurance, and wellbeing initiatives, ensuring compliance across different countries and regions. Darwin automates enrolment processes, tracks benefits usage, and provides analytics to help HR teams make data-driven decisions about their benefits strategy.

The platform focuses on enhancing employee engagement by allowing staff to manage their benefits through an intuitive interface. Darwin supports businesses in creating tailored benefits packages that improve retention, engagement, and overall employee satisfaction.

# DEEL

Website: www.deel.com
Headquarters: US
Category: **Global Payroll & Compliance**

Deel provides a comprehensive platform for managing global payroll, compliance, and hiring for remote teams. It specialises in simplifying the process of hiring international employees or contractors by handling local legal requirements, contracts, taxes, and benefits across multiple countries. Deel's platform includes features for onboarding, payroll processing, expense management, and compliance tracking,  offering legal and financial infrastructure in over 150 countries,

Deel helps companies scale their remote workforce without dealing with the complexities of global compliance. Deel's solution is designed to support both small and large organisations, enabling them to focus on growth while ensuring legal and financial compliance.

# DEPUTY

Website: www.deputy.com
Headquarters: Australia
Category: **Workforce Management & Scheduling**

Deputy offers a cloud-based platform focused on workforce management, particularly in employee scheduling, time and attendance tracking, and shift planning. Its solutions are designed for businesses with hourly workers across industries such as retail, hospitality, and healthcare. Deputy simplifies scheduling by allowing managers to create shifts, track attendance, and manage payroll integration through a mobile app. It also helps businesses stay compliant with labour laws by managing employee breaks and overtime.

The platform supports real-time communication between staff and managers, improving shift management and employee engagement while reducing labour costs and administrative overhead. The Deputy solution is used in more than 100 countries, and across 1.4m shift workers.

# EIGHTFOLD

Website: www.eightfold.ai
Headquarters: US
Category: **Talent Intelligence Platform**

Eightfold offers an AI-driven talent intelligence platform that focuses on talent acquisition, management, and retention. Its platform uses machine learning and AI to match candidates to job roles, predict future skill needs, and facilitate internal mobility by analysing career paths and competencies. Eightfold's solutions cover recruitment, diversity and inclusion, employee retention, and succession planning, helping businesses identify and develop talent more effectively.

By leveraging AI to assess potential and not just past experience, Eightfold aims to reduce bias in hiring and optimise talent strategies for long-term success. The platform is used globally by enterprises looking to enhance their talent management processes with advanced analytics and automation.

# EMPLOYMENT HERO

Website: www.employmenthero.com
Headquarters: Australia
Category: **HR Software, Payroll & Benefits**

Employment Hero offers a cloud-based platform designed to streamline HR, payroll, and employee benefits, primarily targeting small and medium-sized enterprises (SMEs). The platform provides tools for managing employee records, onboarding, compliance, leave requests, performance reviews, and payroll processing. It also integrates employee benefits such as wellness programmes and financial services.

Employment Hero is designed to reduce administrative burdens by automating HR tasks and ensuring compliance with employment regulations. Additionally, the platform includes tools for employee engagement, such as surveys and recognition features, to help businesses enhance workplace culture and retention. Its solution aims to simplify HR management and improve the overall employee experience.

# ENBOARDER

Website: www.enboarder.com
Headquarters: Australia
Category: **Employee Onboarding**

Enboarder is a cloud-based platform that focuses on improving employee onboarding and overall engagement through personalised experiences. Designed to enhance the new hire journey, the platform enables HR teams to automate and customise onboarding workflows, ensuring smoother transitions for new employees. Enboarder focuses on engagement-driven processes, offering interactive communication tools that involve managers and teams to create a welcoming environment from day one.

The platform also supports other employee lifecycle events, such as internal mobility and offboarding. By providing a user-friendly and mobile-first interface, Enboarder aims to improve employee retention, culture, and satisfaction through more human-centric onboarding and engagement practices.

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# FLIP

Website: www.getflip.com
Headquarters: Germany
Category: **HR for Deskless Workers**

Flip is a mobile-first HR and communication platform designed specifically for deskless workers in industries such as retail, manufacturing, and healthcare. It facilitates real-time communication, shift scheduling, task management, and HR processes like payroll and holiday requests, directly through its app. Flip integrates with common HR systems like SAP, Workday, and ADP, providing employees with access to payslips, absences, and key HR data.

Optimised for industries with large deskless workforces, Flip aims to streamline communication and enhance employee engagement by providing tools such as live translations, document sharing, and custom workflows.

# FOURTH

Website: www.fourth.com
Headquarters: UK
Category: **Workforce Management & Payroll**

Fourth is a comprehensive software provider tailored to the hospitality, retail, and restaurant industries. Their platform offers an all-in-one solution for managing workforce scheduling, HR, payroll, and inventory. Fourth's HR and payroll services automate essential processes like tax administration and compliance, allowing businesses to focus on operations.

Their workforce management tools include AI-powered demand forecasting, shift scheduling, and employee engagement features, which help reduce labour costs and improve operational efficiency. Fourths' solutions are used by more than 2.5m workers across 100,000 different sites.

# FRONTIER SOFTWARE

Website: www.frontiersoftware.com
Headquarters: Australia
Category: **HCM & Payroll**

Frontier Software provides a comprehensive HR and payroll management system known as chris21, designed to support a wide range of HR functions. Its platform covers payroll processing, employee records, recruitment, time and attendance, and performance management.

The system is highly configurable, enabling businesses to tailor it to their specific HR and payroll needs, including multi-country payroll management. Frontier Software aims to automate payroll and HR processes to improve accuracy, compliance, and reporting capabilities. With a focus on scalability, the platform caters to organisations of various sizes and industries, helping them streamline HR operations while staying compliant with local regulations.

# GREENHOUSE

Website: www.greenhouse.com
Headquarters: US
Category: **Recruitment & Onboarding - Hiring Platform**

Greenhouse is a leading provider of recruitment software designed to help organisations optimise their hiring processes. Its platform is known for streamlining the applicant tracking system (ATS), offering tools for sourcing, managing, and onboarding candidates.

Greenhouse's core features include job postings, candidate evaluations, interview scheduling, and structured feedback collection. The software integrates with various HR tools and provides analytics to help organisations make data-driven hiring decisions. It is particularly focused on improving diversity and inclusion efforts through its structured interview processes and bias-reduction features. The platform is used by a wide range of industries, from tech startups to large enterprises.

# GUSTO

Website: www.gusto.com
Headquarters: US
Category: **Payroll, Benefits, and HR Management**

Gusto provides a cloud-based platform designed to simplify payroll, benefits administration, and HR management, particularly for small and medium-sized enterprises (SMEs). The platform automates payroll processing, tax filings, and compliance while offering tools for managing employee benefits such as health insurance, retirement plans, and paid time off.

Gusto also provides employee onboarding, performance management, and time tracking features, helping businesses manage the entire employee lifecycle. With a focus on user-friendliness, Gusto enables SMEs to streamline HR tasks, reduce administrative overhead, and ensure compliance with employment laws. The platform is widely used by growing businesses for its simplicity, automation, and employee-centric features.

# HASTEE

Website: www.hastee.com
Headquarters: UK
Category: **Financial Wellbeing Platform**

Hastee provides a financial wellbeing platform that offers employees access to their earned wages before payday. The platform allows workers to withdraw a portion of their earned salary at any time during the pay cycle, promoting financial flexibility and reducing the need for short-term loans or credit.

Hastee integrates with employer payroll systems, ensuring a seamless process without disrupting payroll operations. It also includes tools for financial education and wellbeing, helping employees manage their finances more effectively. Hastee's solution is designed to improve employee satisfaction, engagement, and retention by offering greater financial control and reducing financial stress.

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# HIBOB

Website: www.hibob.com
Headquarters: UK
Category: **HR & Employee Engagement**

HiBob provides a cloud-based HR management platform known as Bob, designed to streamline HR processes and enhance employee engagement, particularly for mid-sized businesses. The platform covers core HR functions like employee records, time and attendance, onboarding, performance management, and compensation tracking.

HiBob places a strong emphasis on employee experience, offering tools for workplace culture, surveys, and social features to foster engagement and connectivity among employees. It also provides advanced reporting and analytics to help HR teams make data-driven decisions. HiBob's platform is highly customisable and supports global businesses with multi-country HR management needs, aiming to modernise and humanise the HR function.

# HIREFUL

Website: www.hireful.com
Headquarters: UK
Category: **Recruitment & Applicant Tracking**

Hireful provides recruitment software solutions tailored to help HR teams and recruiters attract, engage, and hire talent efficiently. Their cloud-based Applicant Tracking System (ATS) simplifies the recruitment process by automating tasks like job board posting, shortlisting, and candidate communication.

Key features include self-service interview booking, automated candidate emails, and integration with video conferencing tools for remote interviews. It also offers reporting and analytics to help organisations optimise their hiring strategies.

# HUMAND

Website: www.humand.com
Headquarters: UK
Category: **HR Management System**

Humand's PiTribe platform is a next-generation HR management system designed to foster an agile work culture and streamline core HR processes. Positioned as a skills-based people performance development ecosystem, PiTribe focuses on aligning talent with company needs through flexible goal setting, continuous performance feedback, and real-time visibility into employee development.

The platform supports features such as team management, talent matching, and open talent marketplaces, enabling companies to better utilise internal talent and align skills with business priorities. It also integrates agile performance management tools like OKRs (Objectives and Key Results) to help organisations manage dynamic teams and drive productivity. PiTribe's advanced analytics provide insights into skill gaps and talent performance, helping organisations proactively adapt to changes

# HUMANFORCE

Website: www.humanforce.com
Headquarters: Australia
Category: **HCM Software**

Humanforce provides a cloud-based workforce management platform tailored for businesses with shift-based or hourly workers, particularly in industries such as retail, hospitality, and healthcare. The platform offers solutions for employee scheduling, time and attendance tracking, onboarding, and compliance management. Humanforce's mobile app allows employees to view shifts, clock in and out, and request time off, while managers can easily manage rosters, track labour costs, and ensure compliance with labour regulations. The platform is designed to improve operational efficiency, reduce administrative burdens, and enhance employee engagement by offering real-time workforce visibility and communication tools.

# ICIMS

Website: www.icims.com
Headquarters: US
Category: **Recruitment**

iCIMS offers a cloud-based talent acquisition platform designed to help organisations streamline their hiring processes. Its suite of solutions focuses on applicant tracking, recruitment marketing, and onboarding. iCIMS enables businesses to attract, engage, and hire top talent through automated workflows, AI-powered sourcing tools, and candidate relationship management features. Additionally, iCIMS provides analytics and reporting capabilities, allowing HR teams to make data-driven hiring decisions. The platform integrates with various third-party HR systems, ensuring compatibility within broader HR ecosystems. It is particularly suited for mid-size to large enterprises seeking to enhance their recruitment processes at scale.

# INPLOI

Website: www.inploi.com
Headquarters: UK
Category: **Candidate Experience & Hiring**

Inploi offers a comprehensive platform designed to enhance the candidate experience throughout the hiring journey. It helps companies attract and engage talent via custom careers hubs, multi-channel job distribution, and personalised candidate journeys. The platform integrates seamlessly with existing ATS systems, allowing for a streamlined recruitment process that reduces manual work and improves candidate conversion rates. Key features include dynamic application flows, inclusive design to promote diversity, real-time data analytics, and tools to optimise recruitment spend and efficiency.

# IRIS

Website: www.iris.co.uk
Headquarters: UK
Category: **HR & Payroll**

IRIS Software Group provides a range of software solutions focused on payroll, HR management, and accounting, particularly for small and medium-sized businesses (SMEs). Their payroll software automates tax calculations, compliance, and reporting, ensuring businesses remain up to date with UK legislation.

IRIS also offers HR solutions that cover employee records, performance management, and recruitment. Designed to streamline HR and payroll processes, the platform integrates with various third-party systems to offer flexibility and scalability. IRIS's solutions are used across a variety of sectors to reduce administrative tasks, enhance compliance, and improve accuracy in payroll and HR operations.

# KALLIDUS

Website: www.kallidus.com
Headquarters: UK
Category: **Learning & Talent Management**

Kallidus offers an integrated platform focused on learning and talent management, providing solutions for employee development, performance management, and recruitment. Its learning management system (LMS) supports the creation, delivery, and tracking of e-learning programmes, helping organisations upskill their workforce. Additionally,

Kallidus offers tools for managing employee performance reviews, goal setting, and career development, as well as applicant tracking to streamline the recruitment process. The platform is designed to support employee engagement and retention by aligning learning and performance with business objectives. Kallidus serves a wide range of industries and helps organisations build a culture of continuous learning and development.

# LATTICE

Website: www.lattice.com
Headquarters: US
Category: **Performance Management & Employee Engagement**

Lattice provides a cloud-based platform focused on performance management, employee engagement, and people development. The platform offers tools for continuous performance reviews, goal setting (OKRs), 1:1 meetings, and employee feedback. Lattice also helps organisations gauge employee sentiment through engagement surveys and pulse checks, providing actionable insights to improve workplace culture and retention.

The platform is designed to enhance employee development by aligning individual performance with business objectives and fostering open communication between employees and managers. Lattice is widely used by mid-sized and fast-growing businesses to build high-performance teams, improve engagement, and drive organisational success through people-centric management practices.

# MHR

Website: www.mhrglobal.com
Headquarters: UK
Category: **HR Management, Payroll & Talent**

MHR provides cloud-based solutions for HR, payroll, and talent management, designed to streamline workforce processes and improve operational efficiency. Its platform, iTrent, covers a wide range of functionalities, including payroll processing, employee records, recruitment, onboarding, performance management, and learning and development. MHR's solutions are particularly focused on automating HR tasks, ensuring compliance, and delivering accurate payroll services. With powerful analytics and reporting tools, MHR helps organisations make data-driven decisions about workforce management and employee engagement. The platform is scalable and used by organisations of various sizes and sectors, including public sector and education, to manage their HR and payroll needs more effectively.

# MOOREPAY (ZELLIS)

Website: www.moorepay.co.uk
Headquarters: UK
Category: **Payroll & HR Management**

Moorepay specialises in payroll and HR solutions, offering cloud-based services for businesses of all sizes. The platform automates payroll processing, ensuring compliance with UK tax regulations and delivering accurate payslips, tax filings, and pension contributions.

Moorepay also offers HR management tools covering employee records, time and attendance, recruitment, and compliance tracking. Additionally, the platform includes support for health and safety, helping businesses meet legal obligations. Moorepay's services are designed to simplify HR and payroll tasks, improve accuracy, and reduce administrative burdens, making it a popular choice for UK businesses seeking to outsource or automate these functions.

# MOVEWORKS

Website: www.moveworks.com
Headquarters: US
Category: **AI-Powered Copilot**

Moveworks offers an AI-driven platform that automates employee support by resolving IT, HR, and facilities-related issues through natural language processing and machine learning. The platform integrates with existing enterprise systems, helping employees solve problems related to IT tickets, password resets, and HR queries in real-time.

Moveworks is designed to reduce the burden on IT and HR teams by automating routine tasks, allowing them to focus on more complex issues. It enhances employee productivity by providing instant, AI-based resolutions via chat interfaces like Microsoft Teams, Slack, or other messaging platforms. Moveworks primarily serves large organisations looking to streamline internal support processes.

# NATURAL HR (MOOREPAY)

Website: www.naturalhr.com
Headquarters: UK
Category: **HR Management & Payroll**

Natural HR offers an all-in-one cloud-based HR and payroll platform designed for small and medium-sized enterprises (SMEs). The platform covers key HR functions such as employee records, performance management, recruitment, onboarding, and absence management. Natural HR also provides integrated payroll services, automating calculations, compliance, and payslip distribution.

The platform focuses on simplifying HR processes, offering tools for data-driven decision-making through customisable reports and dashboards. By streamlining HR and payroll tasks, Natural HR aims to improve efficiency, ensure compliance, and support employee engagement, making it a comprehensive solution for growing businesses.

# OLEEO

Website: www.oleeo.com
Headquarters: UK
Category: **ATS & Talent**

Oleeo is a recruitment and talent acquisition platform designed to support organisations in attracting, engaging, and hiring the best talent. It leverages automation and data-driven insights to optimise hiring workflows, reduce bias, and enhance candidate diversity. The platform offers tailored solutions for high-volume hiring, diversity recruitment, and campus recruiting, with features such as intelligent sourcing, candidate relationship management (CRM), and customisable applicant tracking. Oleeo is commonly used by organisations looking to streamline the hiring process, enhance decision-making with advanced analytics, and meet diversity and inclusion goals in recruitment.

# ORACLE HCM

Website: www.oracle.com
Headquarters: US
Category: **HCM**

Oracle HCM Cloud is a comprehensive human capital management platform designed to streamline HR processes across the entire employee lifecycle. The platform offers solutions for global HR, payroll, talent acquisition, learning, performance management, and workforce planning. With integrated AI-driven tools,

Oracle HCM Cloud provides advanced analytics and insights to help HR teams optimise talent strategies and workforce productivity. The system is designed for large enterprises, offering multi-country payroll and compliance capabilities, as well as personalised employee experiences. Oracle HCM Cloud enables businesses to improve decision-making, reduce administrative burdens, and align HR strategies with organisational goals, supporting global and complex workforce needs.

# OYSTER

Website: www.oysterhr.com
Headquarters: US
Category: **Global Employment & Remote Worker Management**

Oyster provides a platform focused on simplifying global employment, enabling businesses to hire, onboard, and manage remote workers worldwide. The platform handles international compliance, payroll, benefits, and tax regulations, allowing companies to expand their global workforce without setting up local entities. Oyster automates complex administrative tasks, ensuring that businesses comply with local employment laws and that remote employees receive timely and accurate pay and benefits. It also offers tools for employee engagement and wellbeing, fostering a positive remote work experience. Oyster's solution is ideal for companies looking to build or scale a global, remote workforce efficiently.

# PAGEUP

Website: www.pageuppeople.com
Headquarters: Australia
Category: **Recruitment & Talent Management**

PageUp provides a comprehensive talent management platform designed to cover the entire employee lifecycle, including recruitment, onboarding, learning, performance management, and succession

planning. Its solutions are designed to help organisations attract, develop, and retain top talent while enhancing workforce engagement and productivity. The platform integrates with various HR systems to provide unified reporting and analytics for informed decision-making. PageUp is used by companies across multiple industries to streamline talent acquisition, foster employee development, and improve retention, offering a flexible, scalable solution for mid to large-sized enterprises.

# PAPAYA

Website: www.papayaglobal.com
Headquarters: US
Category: **Global Payroll & Workforce Management**

Papaya Global offers a cloud-based platform focused on global payroll, workforce management, and compliance. It simplifies the complexities of managing international payroll across multiple countries by automating payroll processing, tax compliance, and benefits administration. The platform also supports hiring, onboarding, and managing both full-time employees and contractors globally. Papaya Global integrates with HR systems, providing real-time analytics and insights into workforce costs and compliance status. Designed for businesses with a distributed workforce, Papaya helps organisations manage their global teams efficiently while ensuring compliance with local laws and regulations across over 160 countries.

# PAYSCALE

Website: www.payscale.com
Headquarters: US
Category: **Compensation Management & Salary Data**

PayScale provides compensation management solutions and salary benchmarking data to help businesses make informed decisions about employee pay. The platform offers real-time insights into salary trends, market data, and compensation structures, allowing organisations to establish competitive and equitable pay strategies. PayScale's tools include job pricing, pay analysis, and compensation planning, all designed to help HR professionals manage pay equity, budget salaries, and improve employee retention. By leveraging its large database of salary information, PayScale assists companies in aligning their compensation practices with industry standards, making it a valuable tool for organisations aiming to attract and retain top talent.

# PEOPLEFLUENT

Website: www.peoplefluent.com
Headquarters: US
Category: **Talent Management & Learning**

PeopleFluent provides a comprehensive talent management platform, specialising in recruiting, performance management, compensation planning, succession planning, and learning management. The platform is designed to help large enterprises manage the entire employee lifecycle, with a strong focus on employee development and engagement.

PeopleFluent integrates with existing HR systems and uses analytics to support data-driven decision-making in areas like talent acquisition and employee performance. Additionally, its learning management system (LMS) provides training and development tools to upskill employees. PeopleFluent serves global organisations in sectors such as healthcare, financial services, and government, aiming to align talent strategies with business goals.

# PEOPLESOFT (ORACLE)

**Website:** www.oracle.com
**Headquarters:** US
**Category:** **HCM & ERP**

PeopleSoft, part of Oracle's suite of enterprise software, specialises in human capital management (HCM) and enterprise resource planning (ERP). The platform offers comprehensive solutions for HR functions such as payroll, workforce management, talent acquisition, benefits administration, and performance management. PeopleSoft is designed for large enterprises and government organisations, providing extensive capabilities to manage both global and complex workforce needs. It also includes financial and supply chain management modules, allowing businesses to streamline operations across departments. With advanced reporting and analytics tools, PeopleSoft helps organisations make data-driven decisions, ensuring compliance and optimising HR processes at scale.

# PERCEPTYX

**Website:** www.perceptyx.com
**Headquarters:** US
**Category:** **Employee Experience & People Analytics**

Perceptyx offers a platform specialising in employee engagement, feedback, and people analytics. The platform enables organisations to gather real-time insights into employee sentiment through customisable surveys, pulse checks, and 360-degree feedback tools. Perceptyx focuses on helping companies understand employee experiences, track engagement trends, and address workforce challenges proactively.

The platform also provides advanced analytics and reporting tools that allow HR leaders to make data-driven decisions, aligning employee feedback with organisational goals to drive performance and retention. Perceptyx serves a range of industries and is used by companies looking to improve workplace culture and employee satisfaction through actionable insights.

# PERKBOX

**Website:** www.perkbox.com
**Headquarters:** UK
**Category:** **Employee Benefits & Wellbeing**

Perkbox provides a platform that focuses on employee benefits, wellbeing, and engagement. The platform offers a wide range of perks, including discounts, rewards, and wellness resources, to help businesses improve employee satisfaction and retention.

Perkbox's solution is designed to enhance employee experience by offering personalised rewards, recognition programmes, and mental health support. Additionally, the platform provides tools for managers to recognise and reward employee achievements, fostering a positive workplace culture. Perkbox is used by organisations of all sizes to increase employee engagement and wellbeing, helping to create a more motivated and productive workforce.

# PERSONIO

Website: www.personio.com
Headquarters: Germany
Category: **Recruitment, HR Management & Payroll**

Personio offers a cloud-based HR management and payroll platform tailored for small and medium-sized enterprises (SMEs). The platform covers a range of HR functions, including recruitment, onboarding, employee records, absence management, and performance tracking. Personio also automates payroll processing, ensuring compliance with local regulations.

The platform is designed to simplify and centralise HR tasks, providing advanced reporting and analytics to help HR teams make data-driven decisions. With its user-friendly interface, Personio enables organisations to streamline administrative processes, improve efficiency, and enhance the employee experience, making it ideal for businesses looking to scale their HR operations.

# PHENOM PEOPLE

Website: www.phenom.com
Headquarters: US
Category: **Talent Experience**

Phenom provides an AI-powered Talent Experience Management (TXM) platform designed to improve the recruitment, engagement, and development of talent. The platform serves multiple stakeholders, including candidates, recruiters, employees, and hiring managers, offering tools for candidate relationship management (CRM), career site optimisation, employee referrals, internal mobility, and performance management. Phenom uses AI and automation to enhance the candidate experience, streamline recruiter workflows, and offer personalised career development paths for employees.

By providing data-driven insights and predictive analytics, Phenom aims to help businesses attract top talent, increase retention, and foster career growth, creating a more efficient and engaging talent management process.

# PLANDAY (XERO)

Website: www.planday.com
Headquarters: Denmark
Category: **Workforce Scheduling & Time Management**

Planday offers a cloud-based workforce management platform, particularly designed for businesses with shift-based or hourly employees. The platform focuses on employee scheduling, time and attendance tracking, and communication. Planday allows managers to easily create, manage, and adjust shift schedules while giving employees access to their work schedules through a mobile app, where they can request shift changes or time off. The platform also integrates with payroll systems, making it easier to track labour costs and ensure accurate payroll processing.

Planday aims to simplify workforce operations, improve staff engagement, and optimise labour efficiency, particularly in industries like retail, hospitality, and healthcare.

VIEWPOINT ANALYSIS

# REMOTE

Website: www.remote.com
Headquarters: US
Category: **Global HR & Payroll**

Remote is an all-in-one HR platform designed to support businesses managing global teams. It offers services such as payroll, contractor management, and full HR management, ensuring compliance with local laws across more than 200 countries. The platform centralises employee data, legal documents, and contracts, streamlining HR processes for distributed teams. Remote also provides employer of record (EOR) services, allowing companies to hire internationally without setting up local entities. In addition to its core HR features, Remote offers integrations with various tools and comprehensive analytics to track global employment costs, making it ideal for businesses expanding internationally

# REPLICON

Website: www.replicon.com
Headquarters: Canada
Category: **Time Tracking & Workforce Management**

Replicon offers a cloud-based platform specialising in time tracking, project management, workforce management, and professional services automation (PSA). The platform helps businesses track employee hours, manage projects, allocate resources, and ensure compliance with labour regulations. It includes features for attendance, expense management, project billing, and real-time analytics, making it suitable for businesses that rely on accurate timekeeping and project costing.

Replicon's solution is highly customisable and integrates with payroll, ERP, and HR systems, enabling organisations to streamline operations and improve productivity. It is widely used across industries, especially by professional services firms, to enhance efficiency and ensure accurate billing and resource allocation.

# REWARD GATEWAY

Website: www.rewardgateway.com
Headquarters: UK
Category: **Employee Experience Platform**

Reward Gateway provides a platform focused on employee engagement through rewards, recognition, and benefits. The platform helps businesses implement programmes that promote employee recognition, wellbeing, and communication. It includes features such as personalised employee rewards, discounts, recognition portals, and wellbeing initiatives aimed at improving workplace morale and productivity.

The platform also supports internal communications to foster transparency and engagement. Reward Gateway's solutions are designed to improve employee satisfaction and retention by creating a positive and supportive workplace culture, offering tailored incentives that align with organisational goals. It is widely used by businesses seeking to enhance their employee engagement strategies.

VIEWPOINT ANALYSIS

# RIPPLING

Website: www.rippling.com
Headquarters: US
Category: **HR & Payroll**

Rippling provides a unified platform that combines HR, IT, and payroll management, automating key administrative processes for businesses. The platform allows companies to manage employee data, onboard new hires, run payroll, and administer benefits, all from a single system. Rippling also integrates IT management features, such as provisioning devices and access to software applications for employees, making it unique in its comprehensive approach to both workforce and IT management. Designed for businesses of all sizes, Rippling aims to simplify HR tasks, ensure compliance, and improve operational efficiency by centralising employee management across HR, payroll, and IT departments.

# SAGE

Website: www.sage.com
Headquarters: UK
Category: **HR & Payroll**

Sage offers a suite of cloud-based solutions focusing on accounting, payroll, and human resource management, particularly aimed at small to medium-sized enterprises (SMEs). Its HR and payroll platform automates key tasks such as employee record management, payroll processing, tax compliance, and benefits administration. Sage's accounting software is well-known for streamlining financial management tasks such as invoicing, expense tracking, and reporting.

The platform is designed to enhance business efficiency, reduce administrative workload, and ensure compliance with local regulations. With a strong emphasis on user-friendliness, Sage serves businesses across various industries, helping them manage both HR and financial operations seamlessly.

# SAP SUCCESSFACTORS

Website: www.sap.com/products/hcm
Headquarters: US
Category: **HCM, Talent & Payroll +**

SAP SuccessFactors is a cloud-based human capital management (HCM) suite designed to manage the entire employee lifecycle. The platform offers solutions for core HR processes, including employee records, payroll, benefits, talent acquisition, onboarding, performance management, learning, and succession planning. SuccessFactors provides advanced analytics and AI-driven insights to help organisations make data-informed decisions regarding workforce planning, talent development, and employee engagement.

It supports multi-country payroll and compliance needs, making it suitable for large global enterprises. SAP SuccessFactors aims to drive better business results by aligning employee performance with corporate goals, improving workforce productivity, and fostering employee growth and engagement through continuous development opportunities.

# SD WORX

Website: www.sdworx.com
Headquarters: Belgium
Category: **Payroll & HR Management**

SD Worx offers a comprehensive suite of cloud-based HR and payroll solutions for businesses of all sizes, ranging from small enterprises to global corporations. Their platform covers essential HR functions such as payroll, workforce management, recruitment, and talent management. SD Worx specialises in providing scalable, integrated solutions that streamline the employee lifecycle—from onboarding to time management and payroll processing.

With a focus on compliance, SD Worx ensures businesses adhere to local and international regulations. Their solutions are highly flexible, offering both software-as-a-service (SaaS) and full outsourcing options to meet specific business needs.

# SENSEHR

Website: www.sense.hr
Headquarters: UK
Category: **HR Management**

SenseHR provides a flexible, cloud-based HR management platform designed for businesses of all sizes. It offers a comprehensive range of HR tools, including employee records management, absence tracking, payroll integration, performance management, and recruitment. SenseHR's platform is designed to streamline HR workflows by automating routine tasks such as holiday requests and compliance tracking, while providing managers with real-time insights through customisable reports and dashboards.

The platform is designed to be user-friendly and focuses on improving employee engagement, operational efficiency, and overall HR effectiveness, making it suitable for organisations looking to modernise their HR functions.

# SKEDULO

Website: www.skedulo.com
Headquarters: US
Category: **Mobile Workforce Management & Scheduling**

Skedulo offers a cloud-based platform designed for managing and optimising the scheduling of mobile and deskless workforces. The platform provides solutions for scheduling, job assignment, time and attendance tracking, and task management, making it ideal for industries like healthcare, field services, and retail.

Skedulo uses AI-driven insights to improve workforce productivity, ensuring that the right resources are assigned to the right tasks at the right time. Its mobile app allows employees to receive assignments, check schedules, and update job status in real-time. Skedulo helps organisations streamline operations, reduce administrative burden, and improve service delivery for mobile teams.

# SMART RECRUITERS

Website: www.smartrecruiters.com
Headquarters: US
Category: **Recruitment**

SmartRecruiters provides a cloud-based talent acquisition platform designed to streamline the recruitment process for organisations of all sizes. The platform offers end-to-end recruitment solutions, including candidate sourcing, applicant tracking, recruitment marketing, collaborative hiring, and onboarding. With features like AI-driven candidate matching, automated workflows, and integrated analytics,

SmartRecruiters enables companies to manage the hiring process more efficiently and make data-driven decisions. The platform also integrates with other HR systems, enhancing flexibility and scalability. SmartRecruiters focuses on improving the candidate experience and enabling teams to attract, select, and hire top talent while maintaining compliance and increasing recruiting speed.

# SONA

Website: www.getsona.com
Headquarters: UK
Category: **Workforce Scheduling & Management for Frontline Teams**

Sona provides a workforce management platform specifically designed for businesses with deskless or frontline employees. The platform offers features such as shift scheduling, time and attendance tracking, absence management, and real-time communication tools. Sona's mobile-first approach allows employees to easily view and swap shifts, request time off, and communicate with managers, all from their mobile devices.

The platform is designed to simplify workforce operations, reduce administrative burden, and improve employee engagement and satisfaction, particularly in industries such as healthcare, retail, and hospitality. By focusing on deskless workers, Sona aims to optimise shift management and enhance overall operational efficiency.

# TALMUNDO

Website: www.talmundo.com
Headquarters: Netherlands
Category: **Employee Onboarding**

Talmundo offers a cloud-based onboarding platform designed to improve the onboarding experience for new hires. The platform helps HR teams streamline and automate onboarding processes through personalised onboarding journeys, interactive content, and task management. Talmundo provides tools to guide new employees through their first days, introduce them to company culture, and ensure compliance with required tasks and documentation.

The platform integrates with existing HR systems to provide a seamless transition from recruitment to onboarding. By improving engagement and providing a structured onboarding experience, Talmundo helps businesses increase new hire retention and productivity from day one.

# TEAMTAILOR

Website: www.teamtailor.com
Headquarters: Sweden
Category: **Recruitment Software**

Teamtailor is a recruitment platform designed to enhance both the candidate experience and the employer's brand. It offers a comprehensive applicant tracking system (ATS) with tools to manage job postings, candidate pipelines, and hiring workflows. The platform emphasises employer branding by enabling companies to create custom career pages that highlight their culture and values. Teamtailor also supports automation in recruitment tasks, such as scheduling interviews and managing candidate communication. The solution is geared towards helping organisations attract top talent while providing an engaging and user-friendly experience for both candidates and hiring teams.

# TRICKLE

Website: www.trickle.works
Headquarters: UK
Category: **Employee Engagement & Wellbeing**

Trickle provides a real-time employee engagement and wellbeing platform designed to foster open communication between employees and management. The platform allows employees to share ideas, raise concerns, and suggest improvements, creating a culture of continuous feedback. Trickle also offers wellbeing tools to help identify and address employee mental health and wellbeing needs proactively. Through anonymous feedback and pulse surveys, managers can gain insights into employee sentiment and act on issues before they escalate. Trickle is aimed at improving workplace culture, enhancing employee satisfaction, and creating a more transparent and supportive work environment.

# TRIBEPAD

Website: www.tribepad.com
Headquarters: UK
Category: **Recruitment & Onboarding**

Tribepad is a talent acquisition platform designed to streamline the recruitment process for enterprises across various sectors, including health, public services, and retail. It offers a range of tools, including an applicant tracking system (ATS), customer relationship management (CRM), video interviewing, and onboarding features. These help organisations manage every stage of recruitment efficiently, from sourcing and assessing candidates to onboarding new hires.

# UKG

Website: www.ukg.com
Headquarters: US
Category: **HCM & Workforce Management**

UKG provides comprehensive human capital management (HCM) and workforce management solutions, combining the expertise of Kronos and Ultimate Software. Its cloud-based platform supports core HR functions such as payroll, talent management, workforce scheduling, time and attendance tracking, and employee engagement. UKG's solutions are designed to improve operational efficiency, ensure compliance, and enhance employee experiences across industries, particularly in shift-based sectors like retail, healthcare, and manufacturing. The platform integrates AI-driven insights and advanced analytics to assist businesses in making data-driven decisions.

# UNILY

Website: www.unily.com
Headquarters: UK
Category: **Employee Experience**

Unily provides a cloud-based digital workplace platform designed to improve employee engagement, collaboration, and communication within organisations. The platform functions as a modern intranet, offering features such as content management, social collaboration tools, personalised employee experiences, and integration with other enterprise systems like Microsoft 365. Unily helps organisations enhance internal communications, foster a sense of community, and provide employees with easy access to resources and information.

# WORKABLE

Website: www.workable.com
Headquarters: US
Category: **Recruitment & Onboarding**

Workable provides a cloud-based recruitment and applicant tracking system (ATS) designed to streamline the hiring process for businesses of all sizes. The platform offers tools for job posting, candidate sourcing, applicant tracking, and collaborative hiring, allowing HR teams and hiring managers to manage the entire recruitment cycle from a single platform. Workable includes features like AI-powered candidate recommendations, automated workflows, video interviews, and reporting analytics. The platform integrates with various job boards and HR systems to simplify hiring operations. Workable is aimed at helping organisations improve hiring efficiency, reduce time-to-hire, and enhance the candidate experience.

# WORKBRIGHT

Website: www.workbright.com
Headquarters: US
Category: **Employee Onboarding**

WorkBright offers a cloud-based platform that focuses on remote employee onboarding, designed to streamline and digitise the onboarding process for new hires. The platform allows HR teams to manage document collection, compliance, and employee verification entirely online, enabling new employees to complete their paperwork before their first day. Features include mobile-first onboarding, I-9 verification, e-signatures, and document storage, making the process efficient and accessible from any device. WorkBright is particularly useful for organisations with high-volume or seasonal hiring needs, allowing HR to onboard employees quickly while maintaining compliance with regulatory requirements.

# WORKDAY

Website: www.workday.com
Headquarters: US
Category: **HCM**

Workday offers a cloud-based platform that integrates human capital management (HCM), financial management, and enterprise resource planning (ERP). The platform provides a comprehensive suite of tools for HR functions such as payroll, recruitment, performance management, time tracking, talent management, and employee engagement. Workday also supports financial operations, including

budgeting, planning, and analytics, offering a unified system for managing both people and resources. Known for its user-friendly interface and powerful analytics, Workday is used by organisations of all sizes, particularly large enterprises, to improve decision-making, enhance operational efficiency, and ensure compliance across global workforces.

# WORKFORCE SOFTWARE

Website: www.workforcesoftware.com
Headquarters: US
Category: **Workforce Management**

WorkForce Software provides cloud-based workforce management solutions, focusing on time and attendance tracking, absence management, employee scheduling, and labour compliance. The platform is designed to support complex workforce needs, particularly for large organisations with shift-based or hourly employees.

WorkForce Software integrates with payroll and HR systems, allowing businesses to optimise labour costs, ensure compliance with labour laws, and improve operational efficiency. It also offers self-service tools for employees to manage schedules, time-off requests, and clock-ins via mobile devices. The platform is used across various industries, including healthcare, manufacturing, and retail, to streamline workforce management processes and enhance employee engagement.

# WORKIVO (ZOOM)

Website: www.workivo.com
Headquarters: Ireland
Category: **Employee Engagement & Communication**

Workvivo is a digital employee engagement platform designed to improve communication, connection, and workplace culture. The platform provides tools such as internal social media, employee recognition, pulse surveys, and company-wide announcements, all aimed at fostering engagement and creating a sense of community.

Workvivo allows employees to share updates, celebrate achievements, and interact with colleagues, while giving managers insights into employee sentiment and engagement through analytics. The platform integrates with other HR and communication tools, helping organisations enhance employee satisfaction and retention by creating an engaging and inclusive work environment. It is ideal for companies looking to strengthen their internal culture and communication strategies.

# YELLO

Website: www.yello.co
Headquarters: US
Category: **Recruitment & Talent Management**

Yello provides a cloud-based talent acquisition platform designed to streamline the recruitment process, particularly for high-volume or campus hiring. The platform offers tools for candidate relationship management (CRM), interview scheduling, event management, and recruitment marketing. Yello helps organisations engage candidates early in the hiring process, track their progress, and manage interviews and offers efficiently. Its features are designed to enhance the candidate experience, reduce time-to-hire, and improve hiring outcomes. Yello is widely used by large enterprises and educational institutions to optimise their talent acquisition strategies, especially for internships, entry-level roles, and large-scale recruitment events.

# ZELLIS

Website: www.zellis.com
Headquarters: UK
Category: **HR & Payroll**

Zellis provides HR and payroll software solutions, focusing on large organisations and businesses across the UK and Ireland. The platform offers a comprehensive suite of services, including payroll processing, HR administration, time and attendance management, and talent management. Zellis is designed to help organisations manage complex payroll needs, ensure compliance with local labour laws, and streamline HR operations.

The platform provides analytics and reporting tools to support data-driven decision-making in workforce management. Zellis also integrates with various systems to offer flexible, scalable solutions that improve operational efficiency and employee experience. It serves a range of industries, including retail, financial services, and public sector organisations.

# ZEST

Website: www.zestbenefits.com
Headquarters: UK
Category: **Employee Benefits**

Zest is a flexible employee benefits and engagement platform that helps businesses manage and streamline their benefits programmes. It provides a self-service system where employees can view, select, and adjust their benefits, such as pensions, health, and dental insurance, as well as access additional perks like discounts from various providers. Zest's platform supports features like Total Reward Statements, enabling employees to see the full value of their benefits, including tax and National Insurance savings.

The platform also focuses on enhancing employee engagement through recognition tools, allowing peers to give shoutouts and rewards. Zest offers flexibility by allowing organisations to allocate personal budgets for health, well-being, or home office equipment, which employees can use as needed.

# ZOHO PEOPLE

Website: www.zoho.com/people
Headquarters: India
Category: **HR Management**

Zoho People is a cloud-based human resource management system (HRMS) designed to simplify HR processes for small and medium-sized enterprises (SMEs). The platform covers essential HR functions such as employee records management, time and attendance tracking, leave management, performance appraisals, and employee self-service. Zoho People allows organisations to automate administrative tasks, track employee performance, and ensure compliance with HR policies.

The platform integrates with other Zoho applications, offering a scalable solution for managing growing teams. With an emphasis on usability and flexibility, Zoho People aims to streamline HR operations and improve employee engagement and productivity.

# HR TECHNOLOGY
# REFERENCE GUIDE 2024/25

## Who Are Viewpoint Analysis?

### We are Technology Matchmakers....

Viewpoint Analysis Ltd aims to build a bridge between companies with a technology need and exciting technology vendors that can meet those needs. A Technology Matchmaker for want of a better term. Our services help both end-users and vendors to bring the two together:

- **Technology Ideas & Options**

Do you know you need technology but are not sure what and where to turn? Our 'Technology Matchmaker' and our 'Technology Innovation Series' services bring amazing vendors to your door with new ideas and capabilities. Great for an initial market assessment.

- **Rapid RFI**

The Rapid RFI (RRFI) service helps customers to quickly assess the market and go from a 'longlist' of potential options to a shortlist of worthy partners.

- **Vendor Selection - Rapid RFP**

Our 'Rapid RFP' - is for customers who want to run an RFP process but want to make a quick decision and get on with delivering for the business. The Rapid RFP reaches a decision in weeks, not months - and makes life easier for the selection team and the vendor community. Taking you from shortlist to selection.

- **Vendor Market Awareness**

Providing a range of content to showcase and generate awareness for the IT vendor community and associated service providers - Technology Reference Guides, Vendor Profiles, and more.

### Email - contactus@viewpointanalysis.com or call 0113 5129252

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